

June 29, 2018

**Re: Final Offer of Certificated Employment with Green Dot Public Schools California**

Dear **Jasmia Fowler**:

On behalf of Green Dot Public Schools California ("GDPS"), a California nonprofit public benefit corporation, I am pleased to offer you a full-time, exempt certificated position as **Principal at Animo College Preparatory Academy**. GDPS believes that you will add great value to its mission to help transform public education so ALL students can graduate prepared for college, leadership and life.

This Offer of At-Will Employment sets forth some of the terms and conditions that will govern your employment at Green Dot. Additional terms and conditions of your employment are set forth in Green Dot's Employee Handbook of Policies and Procedures ("Employee Handbook").

**Start Date:** Your first date of employment with GDPS is **July 1, 2018**.

**Base Salary:** Your base salary will be **\$119,646.00** per year, which is based upon your two (2) years of previous certificated administrative experience which places you in 3 of the 2018 - 2019 Principal administrative salary schedule, payable on the 10<sup>th</sup> and 25<sup>th</sup> of every month as is customary for salaried exempt employees of the Green Dot Public Schools and in accordance with normal payroll practices. Future salary progression is based on the administrative salary schedule. You will also be paid a \$15,000 financial incentive and a \$6,500 relocation stipend (terms to be acknowledged in separate agreement).

Your position is considered to be "exempt," therefore you will not be entitled to overtime pay, and you will be expected to work the hours necessary for the successful completion of your objectives.

**Employment Status and Credential:** At this time, GDPS has confirmed your administrative credential required and authorized to be a Principal is still pending. Should you not complete the necessary steps to obtain your credential prior to 8/7/2018, you may be terminated due to not meeting a key requirement of your job required by the California Commission on Teacher Credentialing and/or the Elementary and Secondary Education Act of 1965, as amended (e.g., Temporary County Certificate, Certificate of Clearance).

**Live Scan and Tb Test:** To date, GDPS has received your satisfactory criminal background results and valid tuberculosis (TB") test results prior to employment.

**Benefits:** You will be eligible to participate in GDPS' medical, dental, vision, life, and 401(k) plans, as well as the mandatory California State Teachers' Retirement System ("CalSTRS"), all subject to the terms and conditions contained in the applicable plan documents and policies. GDPS offers several options for medical/dental/vision benefits packages, one of which is at no charge to you. During the **2018-2019 school year**, GDPS is required contribute **16.28%** of your gross annual salary to CalSTRS.

**Breach of Contract:** When accepted and the contingencies completed, this Final Offer of Employment becomes your contract during your employment at GDPS. Should you breach this contract (e.g., resigning from GDPS during, or prior to the beginning of, the school year), GDPS may seek legal action against you regarding such breach of contract to recover any related damages/losses (e.g., the cost of finding a suitable replacement). In the event that you breach this contract, GDPS expects that you will not relinquish your position until it finds a suitable replacement.

**Workers' Compensation:** The name, address, and telephone number of GDPS' workers' compensation insurance carrier is as follows:

Security National Insurance Company  
Policy # SWC1050358  
P.O. Box 2359  
San Francisco, CA 94126  
800-216-7700

**Immigration Compliance:** For purposes of federal immigration law, you will be required to provide to GDPS documentary evidence of your identity and eligibility for employment in the United States. Such documentation must be provided to us within three (3) business days of your date of hire. Failure to provide appropriate documentation within three (3) days of hire may result in immediate termination of employment in accordance with the terms of the Immigration Reform and Control Act of 1986, as amended.

**Entire Agreement and Changes:** This Final Offer of Employment and any other documents referenced herein set forth the full terms and conditions of final employment between GDPS and you with respect to the subject matter hereof, and merges and supersedes all other communications or prior agreements between GDPS and you with respect to such subject matter. The terms of this Final Offer of Employment may only be changed, in writing, after prior written approval is obtained by a chief officer at GDPS.

GDPS looks forward to having you join the team! Please sign below within five (5) days of receipt of this Offer of Employment.

Sincerely,

Cristina de Jesus  
Cristina de Jesus (Jul 2, 2018)

Cristina de Jesus, Ed.D.  
President & Chief Executive Officer  
Green Dot Public Schools California

**AGREED AND ACCEPTED:**

Jasmia S. Fowler  
Jasmia S. Fowler (Jun 30, 2018)

Jasmia Fowler and Date

### RELOCATION AGREEMENT

This Relocation Agreement ("Agreement") serves to memorialize that I have accepted a position of employment with **Green Dot Public Schools California** ("GDPS") which will involve the relocation of my residence and that GDPS has agreed to provide me with a Relocation Incentive of **\$6,500.00** to be issued with the first regular paycheck from GDPS. In consideration thereof, GDPS has requested that I refund and repay all or a portion of the sums so expended by GDPS if I leave its employ under circumstances hereinafter set forth within twenty-four (24) months after the effective date of employment in my new position.

In the event that my employment with GDPS ceases for any reason whatsoever **within twenty-four (24) months after my first day of paid service with GDPS**, I hereby agree to refund and repay to GDPS all of the amount paid or agreed to be paid by GDPS.

I agree that I shall pay to GDPS all amounts which I may be required to refund and repay to GDPS hereunder within fourteen (14) calendar days of notice of any separation from employment with GDPS (whether made by GDPS or me). I further agree that, if applicable under federal or state law, GDPS may deduct, withhold and retain all or any portion of the amount which I may be required to refund or repay to GDPS hereunder from any wages, salary, vacation pay, or severance pay which may be due and owing to me upon any separation from employment with GDPS. I also understand that I shall remain liable for any such amounts which may be due to GDPS in excess of any sums so deducted, withheld and retained by GDPS. In the event that I do not refund and repay to GDPS all amounts to be refunded and repaid under this agreement, I agree to pay for all collection costs, including reasonable attorneys' fees, court costs, and fees and costs on appeals, incurred by GDPS.

This Agreement shall not be construed as a contract for employment for any period of time or as altering any at-will nature of my employment relationship with GDPS.

My signature below acknowledges that I have received and read GDPS' Relocation Policy and this Agreement, and agree to this Agreement's terms.

Jasmia S. Fowler

Employee Name (Please Print)

  
Jasmia S. Fowler (Jun 30, 2018)

Employee Signature

Jun 30, 2018

Date

Hillside, Illinois

Current Location (City, State)

Los Angeles, California

New Location (City, State)

### **RECEIVED AND APPROVED BY GDPS:**

Cristina de Jesus, CEO

GDPS CEO Name and Title (Please Print)

  
Cristina de Jesus (Jul 2, 2018)

GDPS CEO Signature

Jul 2, 2018

Date

### **Relocation Details:**

- The Relocation Incentive will be paid to the employee and included in the first regular paycheck from GDPS.
- The Relocation Incentive will be subject to applicable payroll taxes.
- The Relocation Incentive is not a reimbursement. No receipts are needed as GDPS is not attempting to determine taxable or non-taxable events. It is the employee's responsibility to work out their taxes with a tax advisor/accountant when completing annual tax returns.
- Employees are expected to exert every effort to relocate to a residence at the new location as quickly as possible.
- If relocation costs are more than the amount provided as per the policy, the employee will be responsible for those expenses.